

**CITY OF CHULA VISTA
AND
CHULA VISTA POLICE OFFICERS ASSOCIATION**

SIDE LETTER OF AGREEMENT

JANUARY 26, 2009

The City of Chula Vista ("City") and the Chula Vista Police Officers Association ("POA") hereby enter into a Side Letter with the following terms:

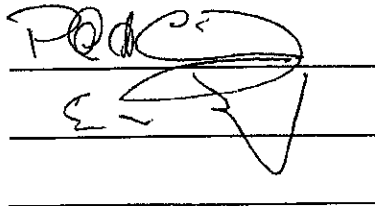
1. POA will give up the 3% January 1, 2009 wage increase. POA will give up the 4% January 1, 2010 wage increase. Instead, commence salary increases as follows:
 - a. July 1, 2010 1.0%
 - b. Jan. 1, 2011 1.0%
 - c. July 1, 2011 1.0%
 - d. Jan. 1, 2012 1.5%
 - e. July 1, 2012 1.5%
 - f. Jan. 1, 2013 1.0%
2. Commencing March 2009, the City will contribute \$100 per member per month into the Retiree Medical Trust ("RMT").
3. A six-month shift rotation for all patrol personnel shall be implemented July 1, 2009. A committee to handle operational concerns shall be immediately implemented as follows:
 - a. 2 members chosen by the Board of Directors of the POA;
 - b. 2 members chosen by Police Administration;
 - c. 1 member chosen by the above four mutually.

The committee will address issues including (1) transition to the new six month shift rotation, and (2) an adequate distribution of senior and junior officers across all shifts and working days.

4. Establish 4/10 work schedule for all sworn members effective July 1, 2009.
5. Increase CTO accrual cap to 120 hours.
6. Contract term changed to July 1, 2005 through June 30, 2013. No reopener.

This Side Letter is executed on January 27, 2009.

Chula Vista Police Officers Assn.



City Of Chula Vista

